

# Position Vacancy Announcement

U.S. CONSULATE GENERAL MATAMOROS

NO: 12/01  
OPEN TO: ALL INTERESTED CANDIDATES  
POSITION: **A56-501 LOCAL GUARD COORDINATOR/RESIDENTIAL SECURITY COORDINATOR, FSN-8, FP-06\***

OPENING DATE: JANUARY 6, 2012

CLOSING DATE: JANUARY 20, 2012

WORK HOURS: Full-time; 40 hours/per week

SALARY: \*Not-Ordinarily Resident (see definitions): Starting Salary and Position Grade FP-06 to be confirmed by Washington.

Ordinarily Resident: \$271,821.12 pesos per year (FSN-8 starting salary)

*NOTE: ALL ORDINARILY RESIDENT APPLICANTS MUST OBTAIN THE REQUIRED WORK PERMIT AND/OR MUST HAVE THE APPROPRIATE RESIDENCY PERMIT TO BE ELIGIBLE FOR CONSIDERATION.*

\*ELIGIBLE FAMILY MEMBERS AND MEMBERS OF HOUSEHOLD MUST HAVE AT LEAST SIX MONTHS REMAINING IN THEIR TOUR OF DUTY TO APPLY FOR THIS JOB AND RESIDE AT POST WITHIN 30 DAYS OF THE CLOSING DATE OF THIS ANNOUNCEMENT\*

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**The U.S. Consulate General in Matamoros is seeking an individual for the position of Local Guard Coordinator/Residential Security Coordinator for the Regional Security Office section.**

## BASIC FUNCTION OF POSITION

Incumbent is responsible for local guard operations at all official facilities and residential properties, assisting in the development and maintenance of a comprehensive, complex operational, financial, training, communications, and logistical plans for the Local Guard portion of the Integrated Security Plan for Consulate Matamoros and the Animal and Plant Health Inspection Service (APHIS) office in Reynosa. Additionally, serves as the focal point for the residential security program, developing plans and logistics and ensuring official residences are in compliance with security standards.

## QUALIFICATIONS

**NOTE: All applicants must provide specific and comprehensive information and/or documentation that confirm/explain how they meet each of the requirements listed below.**

- University degree in criminal justice, business administration, management, engineering, law, liberal arts, or related fields is required.
- One year of progressively responsible experience in the commercial security guard business, civilian or government police, military or legal OR two years of experience in the federal or state government of the United States or Mexico are required.
- Level III (Good Working knowledge) English and level IV (fluent) Spanish (speak/read/writing for both languages) are required.
- A strong knowledge in physical security protection, standard security practices and procedures, development and deployment of community style policing (mobile patrol) models, and of standard security equipment and a working knowledge of budget formulation and tracking is required.
- Strong writing, presentation and public speaking skills as well as good computer skills (Word, Excel, Power Point) and the ability to comprehend and present financial and related information in a concise and fully professional manner are required.
- A valid driver's license is required.

## SELECTION PROCESS

When equally qualified, U.S. Citizen Eligible Family Members (AEFMs) and U.S. Veterans will be given preference. Therefore, it is essential for the candidate to address the required qualifications above in the application.

## **ALL APPLICANTS MUST PASS A RIGOROUS SECURITY CERTIFICATION PROCESS.**

### ADDITIONAL SELECTION CRITERIA:

1. Management will consider nepotism, conflict of interest, budget, and residency status in determining successful candidacy.
2. Currently employed U.S. Citizen EFM who hold an FMA appointment are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
3. Currently employed Not Ordinarily Residents (NORs); hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment, unless currently hired into a position with a When Actually Employed (WAE) work schedule.
4. All Locally Employed Staff (LES) who have less than one year working in a position are not eligible to apply.
5. In adherence to the recent guidance from the government of Mexico (GOM) to comply with the Mexican Nationality Law, all Mexican-American dual nationals need to be aware that they will be recognized as Mexican nationals by the GOM. Dual nationals are hereby advised that this may affect their application for employment as well as their application for security clearance. Until further guidance is received from the Legal Office of the State Department, EFMs will continue to be hired under the American Pay Plan; however, should the new policy be implemented, their appointment may change to the Local Compensation Plan.

### TO APPLY

**Interested applicants for this position MUST SUBMIT ALL BELOW-LISTED DOCUMENTS, or the application will NOT BE CONSIDERED\*:**

Applications will be considered **ONLY** if the applicant meets the English/Spanish level required for this position.

1. Form DS-174, Application for Locally Employed Staff (LES) and Eligible Family Members (EFM), which can be found at <http://matamoros.usconsulate.gov/matamoros/vacancies.html>
2. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application.
3. Other documentation (e.g., school diplomas, school transcripts, certificates, awards, essays) that addresses the qualification requirements of the position as listed above.
4. Proof of English proficiency (required only for applicants whose mother tongue is not English\*):

\* Applicants whose mother tongue is English must provide enough supporting documentation to prove it (e.g. school grades) and may be administered a Spanish test.

\*Bilingual applicants who have a university degree from the U.S. or another English speaking country do not need to provide a valid TOEIC/TOEFL test score, but must provide a copy of their university degree in their application package.

**External candidates:** A valid TOEIC or TOEFL test score, for non-native speaker, not older than 2 years of this announcement's closing date.

**Internal candidates:** Those applicants whose current position has a lower level of English than the one required on this announcement will have to provide a valid TOEIC or TOEFL test score, for non-native speaker, not older than 2 years of this announcement's closing date.

If a current employee is in a position that has the same or higher level of English than the position s/he is applying for, and s/he is performing the job satisfactorily, s/he will NOT be required to take the English test.

**The scores for Level III (Good Working Knowledge) are: (TOEIC PBT650+ or TOEFL ITP/PBT 540+ or TOEFL iBT 76+)**

**Applicants who do not provide a test score in their application package must be registered for the English test by January 19, to be considered.**

- Closer administration in Matamoros: TOEFL, Harmon Hall, Calle 7 #9, between Mina and Ocampo, Zona Centro, Matamoros, Tam., tel. 816-6060, Attn. Carolina García. **Please indicate you are applying for a job at the Consulate.** Next test administration: February 9, 2012; Cost: \$575 Pesos (this cost may change without notice). Cost is the applicant's responsibility.

### SUBMIT APPLICATION PACKAGE TO

Human Resources Office

U.S. Consulate General Matamoros

Calle Azucenas #8, Col. Jardín

Matamoros, Tam., 87330

Or email it to [HROMatamoros@state.gov](mailto:HROMatamoros@state.gov)

Please check the U.S. Consulate web site for future vacancy announcements at:

<http://matamoros.usconsulate.gov/matamoros/vacancies.html>

## DEFINITIONS

1. **AEFM:** A type of EFM that is eligible for direct hire employment on either a Family Member Appointment (FMA) or Temporary Appointment (TEMP) provided he or she meets all of the following criteria:
  - U.S. Citizen;
  - Spouse or child who is at least age 18;
  - Listed on the travel orders of a Foreign or Civil Service or uniformed service member permanently assigned to or stationed at a U.S. Foreign Service post or establishment abroad with a USG agency that is under COM authority;
  - Is resident at the sponsoring employee's or uniform service member's post of assignment abroad, approved safe haven abroad, or alternate safe haven abroad; and
  - Does not receive a USG annuity or pension based on a career in the U.S. Civil or Foreign services.
2. **EFM:** Family Members at least age 18 listed on the travel orders of a Foreign or Civil Service or uniformed service member permanently assigned to or stationed at a U.S. Foreign Service post or establishment abroad with a USG agency that is under COM authority who do not meet the definition of AEFM above.
3. **Member of Household:** A MOH is a person who: 1) has accompanied, but is not/not on the travel orders of a U.S. citizen Foreign or Civil Service employee or uniform service member permanently assigned to or stationed at a U.S. Foreign service post or establishment abroad; 2) has been declared by the sponsoring employee to the Chief of Mission as part of his/her household; and 3) resides at post with the sponsoring employee.
4. **Ordinarily Resident (OR):** A citizen of the host country or a citizen of another country who has shifted the main residency focus to the host country and has the required work and/or residency permits for employment in country.
5. **Not-Ordinarily Resident (NOR):** Typically NORs are U.S. Citizen EFMs and EFMs of FS, GS, and uniform service members who are eligible for employment under an American USG pay plan, on the travel orders and under Chief of Mission authority, or other personnel having diplomatic privileges and immunities.

CLOSING DATE FOR THIS POSITION: January 20, 2012

The U.S. Mission in Mexico provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.